

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Employee Appeal  
**Date:** December 4, 2003

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**Recommended Actions:**

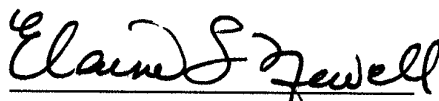
- (1) Deny the employee's appeal.
  - (2) Affirm the decision of the Director of the Regent Merit System.
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**Executive Summary:**

An employee is appealing a decision of the Director of the Regent Merit System regarding arbitration of the employee's grievances. The employee had asked for an oral hearing before the Board, and had asked that the decision regarding arbitration be overturned. At its October meeting, the Board denied the request for an oral hearing, but offered the parties an opportunity to submit written arguments. These arguments have been received and considered.

Based on the record presently before the Board, contained in a CONFIDENTIAL exhibit in the Regents Exhibit Book, the Board Office recommends denial of the employee's appeal.

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Elaine S. Newell

Approved:   
Gregory S. Nichols